

## **Forestry Area Advisor** **Applied Research and Extension**

### **Serving Santa Cruz, San Mateo, and Santa Clara Counties, California**

#### **Position Overview**

The University of California, Agriculture and Natural Resources (UC ANR) offers a unique recruitment opportunity for a **UC Cooperative Extension (UCCE) Forestry Area Advisor**. UC ANR operates a statewide network of researchers and educators dedicated to the development and application of knowledge to address local agricultural, environmental, youth and community health issues. Over 150 UCCE advisors conduct research, outreach and education from locally based CE offices serving all 58 counties from 70+ locations throughout the state. By working and living among those we serve, UC ANR expands the University of California's reach to engage all people and communities in California, ensuring equal access to the UC system.

**Location Headquarters:** University of California Cooperative Extension Santa Cruz County, Watsonville, CA.

**Purpose:** The Forestry Area Advisor will work with forest landowners, resource managers, and neighbors to support healthy forest ecosystems to provide economic, ecological, and social benefits to both landowners and the broader community. The advisor will be expected to run a program of research and extension excellence addressing the challenges facing local landowners, companies, non-profits, State Parks, and land trusts in the Santa Cruz Mountains.



This position is responsible for the development and implementation of extension activities to support the development of sound forest management practices, reforestation and silvicultural strategies in Santa Cruz, San Mateo, and Santa Clara counties. The position requires interaction with landowners, client groups and managers from private and public lands including professionals from a variety of public and private organizations and agencies. Public outreach, such as youth education through Project Learning Tree and Forestry Challenge is also expected of this this position. The advisor should communicate results of their research through newsletters, UC publications, peer- reviewed journals, individual consultations, field days, tours, meetings, web conferences and an appropriate mix of social media.

The Forest Area Advisor will develop a research program to address the needs of the forests on the Central Coast of California and the range of issues identified in the ANR Strategic Vision that include topics in forest health management, enhancing climate benefits from both forest area and harvested products, silviculture, forest policy and economics, watershed, air and water quality, and wildlife. Fire, fuels management, and prescribed fire planning and implementation are increasingly important themes in a region. Fuels management

is recognized as a critical aspect of sustainable forestry, and is especially relevant in the Santa Cruz mountains, where residential development continues within and adjacent to the forest stands. Research with the Amah Mutsun Land Trust on the reintroduction of their cultural burning practices is another innovative task in this region. Integrating cultural burning, prescribed burning, impacts of wildfires, and planned vegetation management across varied ownerships is a new and unique opportunity for this position.

This is an exciting opportunity to have meaningful impacts in the communities in the target counties and throughout California. There are great opportunities for research and extension partnerships that link clientele and resource professionals with relevant science-based information and promote effective problem solving.



This position will fit into a network of UC ANR foresters already serving the state, along with the UC Berkeley Center for Forestry, and other highly motivated UC ANR colleagues who are passionate about their work and are dedicated to making a difference within the communities and working landscapes of California. The potential for collaborative projects within the UC ANR system is nearly limitless. The position will benefit by the proximity to the University of California Berkeley campus and UC Santa Cruz.

The position will also be an opportunity to strengthen our university-university connections with Cal Poly SLO through the Swanton Pacific Ranch. The Swanton Pacific Ranch maintained by Cal Poly has excellent opportunities to partner on research, as a location for workshops, Master's students and as a field research site. Relationships with landowners, non-profit organizations will be part of an extensive external network.

**Counties of Responsibility.** This position will be headquartered in the UCCE Santa Cruz County Office and serves Santa Clara and San Mateo counties.

**Reporting Relationship:** The CE advisor serves under the administrative guidance of the University of California Cooperative Extension Santa Cruz County Director with input from the County Directors for Santa Clara and San Mateo Counties.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a Master's degree in forestry, fire ecology, resource management, or related field with a solid understanding of applied forest management is required at time of appointment.

### Additional Requirements:

- A California license as a Registered Professional Forester is required. (The Advisor would have a grace period of 5 years after hire to achieve this certification).
- Ability and means to travel on a flexible schedule as needed, proof of liability and property damage insurance on vehicle used is required. Must possess valid California Driver's License to drive a County or University vehicle.
- Extension experience and demonstrated excellence in the areas of applied research is desired.
- Training and experience in interdisciplinary and multi-disciplinary research and collaboration is preferred.
- Familiarity with California's natural resources will be beneficial.
- Knowledge and demonstrated use of remote methods of conducting outreach and delivery are a benefit.
- This is not a remote position. The candidate must be available to be onsite.

## Skills Required

To be successful, Advisors require skills in the following:

### Technical Competence and Impact

The candidate should understand key concepts to optimize engagement and development and be able to design and implement a program that leads to positive changes and impact within the community and beyond.

### Communication

Demonstrated excellence in written, oral, interpersonal and information technology communication skills.

### Collaboration, Teamwork and Flexibility

Demonstrated ability to work collaboratively as a team member with others. Able to adapt as circumstances warrant. Promote diversity, equity and inclusion.



### Lifelong Learning

Demonstrated commitment to ongoing self-improvement. Ability to shift program focus as priorities and organizational needs change.

### Learn more about Skills and Areas of Programmatic Review at:

<https://ucanr.edu/sites/anrstaff/files/319460.pdf>

## About UC ANR

The University of California, Division of Agriculture and Natural Resources (UC ANR) consists of a network of scientists and educators working in partnership across the California. We are committed to developing and supporting healthy food systems, healthy environments, healthy communities, and healthy Californians. UC ANR administers UC Cooperative Extension (UCCE), which is responsible for program development and delivery in the counties throughout the state of California.

### Learn more about

- UC ANR at <https://UCANR.edu>
- UC ANR in counties: [https://ucanr.edu/sites/ucanr/County\\_Offices/](https://ucanr.edu/sites/ucanr/County_Offices/)
- Our Strategic Initiatives <http://ucanr.edu/sites/StrategicInitiatives/>
- Our Public Value statements at: [https://ucanr.edu/sites/anrstaff/Divisionwide\\_Planning/UC\\_ANR\\_Public\\_Values/](https://ucanr.edu/sites/anrstaff/Divisionwide_Planning/UC_ANR_Public_Values/)
- DEI: Further to the above, advisors are expected to share and exhibit UC ANR's commitment to Diversity, Equity and Inclusion [https://ucanr.edu/sites/Professional\\_Development/Office - Team Management/Diversity Equity Inclusion Belonging/](https://ucanr.edu/sites/Professional_Development/Office_-_Team_Management/Diversity_Equity_Inclusion_Belonging/)
- Affirmative Action: Further to the above, advisors are expected to share and exhibit UC ANR's commitment to affirmative action. Learn more of UC ANR Affirmative Action policy: [http://ucanr.edu/sites/anrstaff/Diversity/Affirmative\\_Action/](http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/)

- The University of California Agriculture and Natural Resources is committed to attracting and retaining a diverse workforce and will honor your experiences, perspectives and unique identity. We encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ+ community members, and others who demonstrate the ability to help us create and maintain working and learning environments that are inclusive, equitable and welcoming.

## Salary & Benefits

**Salary:** The salary range for this Cooperative Extension Advisor position is Assistant Rank, Step I (\$71,200) to Step VI (\$94,000). Step placement in the advisor series is based on applicable experience and professional qualifications. For information regarding Cooperative Extension Advisor salary scales, please refer to the University of California website: <https://ucanr.edu/sites/anrstaff/files/358478.pdf>. If the successful candidate is currently a UCCE Advisor, the candidate will be offered the position without change to the candidate's current rank, step, salary and/or appointment terms; and if applicable, is eligible to retain indefinite status.

This position is eligible for indefinite status following three successful reviews and subject to terms noted in UC ANR Policy and Procedure Manual, Section 315 <https://ucanr.edu/sites/anrstaff/files/118501.pdf>

**Benefits:** The University of California offers comprehensive benefits including health insurance, retirement plans, two days per month paid vacation, one day per month paid sick leave, and paid holidays. This position is eligible for sabbatical leave privileges as per the terms of the University policy. For more information, refer to the UC Benefits website at: <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>



## How to Apply

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose “applicants” (refer to position #22-22).

## Closing Date:

To assure full consideration, complete application packets must be received by **May 7, 2023** (open until filled).

## Questions?

Contact Tatiana Avoce, email: [tavoce@ucanr.edu](mailto:tavoce@ucanr.edu)

Applicants may wish to explore the UC Davis Services for International Students and Scholars web page at <https://siss.ucdavis.edu/> as a resource.

As a condition of employment, you will be required to comply with the University of California [Policy on Vaccination Programs – With Updated Interim Amendments](#). All Covered Individuals under the policy must provide proof of receiving the COVID-19 Vaccine Primary Series or, if applicable, submit a request for Exception (based on Medical Exemption, Disability, Religious Objection, and/or Deferral based on pregnancy or recent COVID-19 diagnosis and/or treatment) no later than the applicable deadline. All Covered Individuals must also provide proof of receiving the most recent CDC-recommended COVID-19 booster or properly decline such booster no later than the applicable deadline. New University of California employees should refer to [Exhibit 2](#), Section II.C. of the [SARS-CoV-2 \(COVID-19\) Vaccination Program Attachment](#) for applicable deadlines. All Covered Individuals must also provide proof of being Up-To-Date on seasonal influenza vaccination or properly decline such vaccination no later than the applicable deadline. Please refer to the [Seasonal Influenza Vaccination Program Attachment](#). (Capitalized terms in this paragraph are defined in the policy.) Federal, state, or local public health directives may impose additional requirements.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status or other protected categories covered by the UC nondiscrimination policy.

As of January 1, 2014, ANR is a smoke- and tobacco-free environment in which smoking, the use of smokeless tobacco products, and the use of unregulated nicotine products (e-cigarettes), is strictly prohibited.